

# **Missouri Governor's Council on Disability**

## **Vision and Strategic and Operational Plan 2008**

Approved: April 28, 2006

*Revised: 10/19/07*

### **VISION**

The Missouri Governor's Council on Disability will be recognized, statewide as the primary organization providing leadership to improve the lives of Missouri citizens with disabilities.

**Goal I:** *Advise all state agencies and advocate for policies and practices that impact Missouri citizens with disabilities.***Strategy A:** *Develop an open direct relationship with elected officials.*

Activities	Measurement	Target End Date	Champion
1 Dept. liaisons attend meetings & participate in GCD activities (eg. Inclusion Awards, MYLF, BLN efforts)	# of times attending mtgs	August annually	Exec. Dir
2 Distribute the legislative update to agencies & offices.	# receiving update	May annually	Jeff. City Staff
3 Coordinate annual legislative surveys for Lt. Governor.	# surveys received	October Annually	Legislative Com.
4 Distribute the "Housing and Community Resource" guides	# distributed	August Annually	Staff
5 Develop & disseminate an Annual Report on Council activities & outcomes	# distributed	December 31 annually	Staff/Council
6 PIC - and work with other departments	health care/disability policies enacted	Ongoing	Exec. Dir

**Strategy B:** *Maintain a collection of key issues from each state agency and office regarding policies and practices that impact persons with disabilities.*

Activities	Measurement	Target End Date	Champion
1 Attend meetings at other departments (be involved).	#s attended	ongoing	Staff / Council
2 Coordinate with MHP regarding "parking placard" issue.	#s provided to public	ongoing	Jeff. City Staff
3 Continue inviting liaisons to GCD meetings.	#s of liaisons attending	quarterly/ongoing	Staff/Council
4 Share "Legislative Update" with other departments	#s provided to public	weekly during session	Jeff. City Staff
5 Maintain presence in boards and commissions (disability & non-disability-related).	#s attended	ongoing	Staff

**Strategy C:** *Promote two-way communication with each state agency and office.*

Activities	Measurement	Target End Date	Champion
1 Create listserve with ADA coordinators/liaisons.	information provided	ongoing	Exec. Dir
2 Provide "Legislative Update".	#s provided	weekly during session	Jeff. City Staff
3 Survey State agencies to see how they would like to receive information	surveys received	once/year	Exec. Dir
4 Meet with legislators about key disability related issues.	# of meetings. Key legislation passed	ongoing especially during session	Exec. Dir

**Goal II:** *Create public policies and encourage system changes that eliminate barriers to people with disabilities.***Strategy A:** *Annually determine the Council's two to three top priorities for public policy and system change and promote a cohesive unified approach in addressing these priorities.*

Activities	Measurement	Target End Date	Champion
1 Complete an annual GCD "legislative survey" to determine priorities.	surveys received	October 2008	Staff & Leg. Com.
2 Conduct paper and web survey's of various disability groups such as SILC (Statewide Independent Living Council), area service providers, & VR.	surveys received	October 2008	Exec. Dir
3 Document the types of "technical assistance" calls and highlight priorities.	Inquiry log	November 2008	Exec. Dir

**Strategy B:** *Work with State Dept. of Tourism to promote inclusiveness and accessibility.*

	Activities	Measurement	Target End Date	Champion
1	Distribute the STL Office on Disability "Disability Guide" thru the Dept. of Tourism	Number distributed	December 2008	St. Louis Staff
2	Distribute the CILS access guide (TWP, SIL) through the Dept. of Tourism	Number distributed	December 2008	Exec. Dir
3	Create & disseminate disability info/brochure thru the Department of Tourism.	# of brochures provided/ # of website hits	December 2008	Exec. Dir
4	Work with local Chambers of Commerce - outreach.	Chamber meetings attended & visited Rep. to Council	Accomplished	Staff
5	Increase accessibility in Branson and Springfield through the SCIL and Tourist industry.	#s accessible hotel rooms, #s of parking violations, etc.	Ongoing (collaboration with SWCIL)	Exec. Dir

**Strategy C:** *Promote a greater level of sensitivity towards disability issues.*

	Activities	Measurement	Target End Date	Champion
1	Coordinate the annual Poster and Journalism Contest.	# of entries/ # of schools represented	February 2008	Jeff. City Staff
2	Distribute the Inclusion Award application to businesses, career centers, disability organizations, etc.	# of Inclusion Award nominations received	October 2008	Exec. Dir.
3	Promote GCDs presentations on the disability market and other disability related topics to state entities	# of people trained and information provided	Ongoing	Exec. Dir.
4	Provide presentations (to employers, LEP, etc.).	# of people trained	As requested	Staff / Council

**Strategy D:** *Work with, and advocate for State legislation.*

	Activities	Measurement	Target End Date	Champion
1	Annual conduct the "Legislative Education Program (LEP).	#s of participants and legislation passed	January - May 2008	Exec. Dir & Council
2	Provide a weekly "Legislative Update" for community.	# provided	January - May 2008	Exec. Dir & Council
3	Testify at Hearings regarding disability related issues.	# testified/ legislative result (bill pass or not)	As requested by the Council	Exec. Dir & Council
4	Provide "technical assistance" to legislators.	# of requests by legislators or their staffs	ongoing	Exec. Dir & Council
5	Form coalitions with other groups, associations, etc. on disability related issues.	#s of groups worked with	ongoing	Exec. Dir & Council

**Strategy E:** *Create a speakers bureau to share expertise on disability issues.*

	Activities	Measurement	Target End Date	Champion
1	Provide presentations to community members/ interested groups.	#s of presentations and people presented to	ongoing	Staff, Council, Prog. Com.
2	Offer a "Lunch and Learn" Series.	#s of presentations & participants	on hold	Staff, Council, Prog. Com.
3	Host guest speakers at GCD meetings.	# of speakers/year	quarterly	Exec. Dir & Prog. Com.
4	Develop Speaker's Bureau on disability related issues	# of speakers/year	quarterly	Exec. Dir & Prog.

**Goal III:** *Expand opportunities and independence for people with disabilities in all aspects of their lives.***Strategy A:** *Promote greater supports for transportation issues facing persons with disabilities.*

	Activities	Measurement	Target End Date	Champion
1	Active participation in the East - West Gateway Coordinating Council	#individuals attending	ongoing	Ex. Director
2	Active participation in the St. Louis County Commission on Disability.	# individuals attending meetings	ongoing	Ex. Director
3	Active participation in the Special Transportation Committee (MODOT).	Increased accessible transportation	ongoing	Exec. Dir. / Council
4	Active participation in the SILC- Transportation Committee.	legislation passed	ongoing	Staff / Council
5	Provide technical assistance over the phone and electronically.	Inquiry log	ongoing	Staff / Council

**Strategy B:** *Promote greater supports for health care issues facing persons with disabilities.*

	Activities	Measurement	Target End Date	Champion
1	Provide "Legislative Education Program".	# participants	January - May 2008	Exec. Dir/Leg. Comm.
2	Provide weekly "Legislative Update".	# distributed	January - May 2008	Jeff. City Staff
3	Participate in the Disability Vote Project Task Force	# attended	ongoing	Jeff. City Staff
4	Attend disability rallies.	# attended	ongoing	Jeff. City Staff
5	Provide community presentations.	# served	ongoing	Staff / Council
6	Answer technical assistance calls.	# of inquiries	ongoing	Jeff. City Staff

**Strategy C:** *Build on the Councils' current business network to increase opportunities for people with disabilities.*

	<b>Activities</b>	<b>Measurement</b>	<b>Target End Date</b>	<b>Champion</b>
1	Increase participation in the BLN of St. Louis.	# of new & retained members	October 2008	St. Louis Staff
2	Re-engage in BPI: KC	# of participants attending	ongoing	Jeff. City Staff
3	Participate in the statewide Disability Navigators Task Force	# of participants attending	ongoing	Ex. Director
4	Expand BLN geographically (Springfield, Cape, etc.) through the Workforce Development Initiative and Vocational Rehabilitation	# of new locations/members		Staff
5	Conduct outreach presentations to employers.	# of employers & employees / # of presentations	ongoing	Staff (mainly R, L, and D)
6	Answer technical assistance calls.	# of inquiries	ongoing	Jeff. City Staff

**Strategy D:** *Create Youth Programming based on national initiatives*

	<b>Activities</b>	<b>Measurement</b>	<b>Target End Date</b>	<b>Champion</b>
1	Exchange recruitment & other strategies with other States' YLF coordinators.	# youth in program/ # "selected"	ongoing	staff
2	Increase funding for MYLF through foundations and state entities	# of grants	ongoing	staff
3	Develop annual recruitment plan to increase attendees.	Increase in attendees	July 2008	Exec. Dir
4	Incorporating national speakers.	Number of speakers	July 2008	Exec. Dir.
5	Increase disability mentoring activities for youth	# of activities	July 2008	staff
6	Implement high School /high tech programming	# of sites and students participating	July 2008	staff

**Strategy E:** *Encourage more people with disabilities to participate in leadership positions.*

	<b>Activities</b>	<b>Measurement</b>	<b>Target End Date</b>	<b>Champion</b>
1	Annually coordinate the YLF.	# of participants	July 2008	St. Louis Staff
2	Increase participants in "Partnership in Policy Making".	# enrolled	quarterly	St. Louis Staff
3	Increase persons with disabilities on State Boards and Commissions.	Increase in disabled members	ongoing	St. Louis Staff / Council
4	Increase persons with disabilities employed in Missouri government.	# employed, increase in accommodations	ongoing	Exec. Dir.
5	Volunteer for participation in the panel at the ADA symposium.	Presentation attendees	on hold	Exec. Dir.
6	Engage YLF alumni as leaders in their communities.	# of mentors/ # of speaking engagements	ongoing	St. Louis Staff
7	Engage in other outreach activities for funding and recruiting	# presentations etc.	ongoing	St. L. Staff / Council

**Strategy F:** *Promote a disaster preparedness program for persons with disabilities.*

Activities	Measurement	Target End Date	Champion
1 Develop disaster preparedness program with Karen Benson and Dante Glinkie.	Program in place	Accomplished	Exec Dir./ Prog. Comm.
2 Disseminate disaster preparedness program through disability organizations	#s disseminated	ongoing	Staff
3 Active participation of SEMA at Council meeting(s).	# of meetings attended	Accomplished	Exec. Dir.
4 Incorporate disaster preparedness info on the GCD website	Is it on website?	Accomplished	Exec. Dir.

**Strategy G:** *Re-design the Council's web site to better advocate for persons with disabilities.*

Activities	Measurement	Target End Date	Champion
1 GCD web site meets the "Bobby Approved" accessibility standards.	standards	Accomplished	OA- IT
2 Complete weekly updates to site.	weekly	ongoing	Exec. Dir.
3 Include more links and conversely remove irrelevant links.	Number of community links	Accomplished	Exec. Dir.
4 Develop web site committee to oversee design & contents.	Committee roster	Accomplished	Web Site Committee

**Strategy H:** *Provide resources and technical assistance to help persons with disabilities live more inclusive and independent lives.*

Activities	Measurement	Target End Date	Champion
1 Answer calls for "technical assistance".	# requests	ongoing	Staff
2 Maintain disability resource guides.	# and frequency of updates	ongoing	Jeff. City Staff
3 Participate in community presentations.	# provided	ongoing	Staff
4 Sponsor GCD "Parking Tickets".	# provided	ongoing	Jeff. City Staff
5 Host exhibit booths at area conferences.	# of exhibits & visitors	ongoing	Staff and Council Members
6 Educate Council members at Council meetings.	# of presentations/ # different groups presenting	quarterly/ ongoing	Outside resources/ staff

**Goal IV:** *Gather input from disabilities-related organizations and the public on disability related issues and report the results of this information.***Strategy A:** *Include speakers at council meetings to keep Council members informed about key disability issues.*

Activities	Measurement	Target End Date	Champion
1 Use speakers at all GCD meetings to increase awareness of issues & resources.	meeting minutes	quarterly meetings	Exec. Dir/ Prog. Comm.
2 Use technical assistance calls to determine speakers.	inquiry log	ongoing	Staff
3 Solicit State Departments and liaisons regarding speaker interests.	Input received	45 days prior to meetings	Exec. Dir.

**Strategy B:** Use input gathered to regularly provide the Governor with a written report on key disability issues and solutions.

	Activities	Measurement	Target End Date	Champion
1	Complete and distribute an "Annual Report" on GCD activities.	# distributed	December 2008	Exec. Dir.
2	Create fact sheets for the Governor and legislators on key issues	# written	ongoing	Ex director /chair
3	Complete the "Legislative Issues Report" - Determine key legislative issue for disability community.	legislative survey	October 2008	Exec. Dir./Leg. Comm.
4	Legislation passed regarding disability issues.	bills passed that have impact PWD (i.e.. Medicaid)	July 2008	Exec Dir.

**Strategy C:** Document outcomes of the Council activities for inclusion in the annual report.

	Activities	Measurement	Target End Date	Champion
1	Track all inquiries.	Inquiry Log	ongoing	Claudia
2	Solicit feedback re: the impact of GCD activities from disability community, labor union, & programs that encourage employment of persons with disabilities.	Annual survey	September 2008	Exec. Dir./Prog. Comm.
3	Measure impact of Missouri YLF.	Survey all participants	March annually	Staff
4	Measure impact of LEP.	Survey all participants	At end of each event	Exec. Dir.
5	Randomly survey TA callers regarding service satisfaction.	record satisfaction levels	semi-annually	Staff/Exec. Dir.

**Goal V:** Develop, explore and implement strategies to increase resources for and the operating efficiency of the Council.

**Strategy A:** Secure funding to expand existing programs.

	Activities	Measurement	Target End Date	Champion
1	Continue funding partnership for MYLF activities.	Fully funded program	Annually	Staff
2	Increase BLN and MYLF funding for greater impact.	Additional Revenues Annually	November 2008	Exec. Dir.
3	State Government (DESE) supports MYLF.	Grant obtained	March 2008	Exec. Dir.
4	Secure P & J contest awards from local banks (savings bonds).	Funds received from banks	February 2008	Jeff City Staff
5	Establishing another revolving account with OA	monetary funds raised	Accomplished	Finance Com.
6	Develop comprehensive approach to securing funds to support council activities	monetary funds raised	ongoing	Finance Com.

**Strategy B:** Initiate a grants program to secure necessary revenues to achieve the Council's strategic initiatives.

	Activities	Measurement	Target End Date	Champion
1	Develop case statements for key programs.	Case statement	April 2008	Exec Dir./Prog. Comm.
2	Identify actual costs for all programs.	Costs	August 2008	Exec. Dir./ Fin. Comm.
3	Set up mechanism (account) to internally house solicited funds.	Policy & procedures	Accomplished	Exec. Dir./ OA/ Fin. Comm.
4	Develop & implement annual grants plan.	grants plan	Accomplished	Exec Dir.

**Strategy C:** Have financial support from five corporations.

	Activities	Measurement	Target End Date	Champion
1	Identify and obtain support from five corporations.	grants plan	Ongoing	Exec Dir.
2	Explore monetary supports for Poster and Journalism contest	Secure \$\$	January 2008	staff
3	Develop an event sponsorship program.	Gifts in Kind or Revenues	Ongoing	Exec Dir. / Fin. Com.

**Strategy D:** *Evaluate alternative resources.*

	Activities	Measurement	Target End Date	Champion
1	Subscribe to Chronicle of Philanthropy.	# of submissions	On hold	Exec Dir./Fin. Comm.
2	Review Federal Register for opportunities.	Apply for Federal grant	On hold	Exec Dir./Fin. Comm.
3	Work with UMC system on possibility of "scholarships" to P and J winners.	# of Scholarships	On hold	Exec. Dir.

**Strategy E:** *Annually review the by-laws and strategic plan.*

	Activities	Measurement	Target End Date	Champion
1	Executive Committee annually review By-laws.	Meeting minutes	April 2008	Exec. Comm.
2	Recommendations made to full Governors Council.	Meeting minutes	July 2008	GCD
3	Strategic plan is a working document updated annually.	Strategic Plan	October 2008	Chair

**Strategy F:** *Council quarterly meetings are productive and maximize the talents of the Council members.*

	Activities	Measurement	Target End Date	Champion
1	Develop and use a "new members orientation" program	Orientation packet & date	Accomplished	Exec Dir.
2	GCD meeting will focus on current topics.	meetings minutes	Accomplished	Chair
3	Council receives outcomes based staff reports regarding the strategic plan initiatives and activities one week prior to meetings.	Member reports	Accomplished	Exec. Dir.
4	Meetings maximize Council members time & expertise.	Annual survey to members	Ongoing	Chair
5	All Council members receive copy of Sunshine Act upon appointment	Orientation packet	Yearly/ Quarterly	Claudia

**Strategy G:** *Promote the necessary personnel to achieve the activities of the Council.*

	Activities	Measurement	Target End Date	Champion
1	Review annual staffing levels and training to increase ability to achieve goals	Budget	July 2008	Exec Dir./Chair
2	Explore contract or private partnership opportunities to maximize resources.	Budget	ongoing	Exec Dir./Chair
3	Annually review executive director performance.	Performance review	July 2008	Exec. Dir/Pers. Comm.